

2015-16

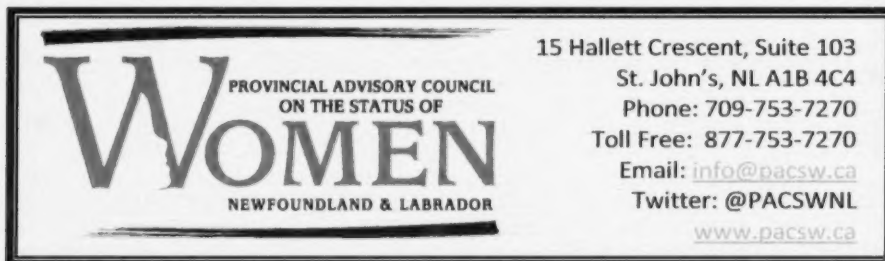
Annual Report

WOMEN

**PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF
NEWFOUNDLAND & LABRADOR**

Provincial Advisory Council
on the Status of Women

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September 8, 2016

Honourable Cathy Bennett
Minister Responsible for the Status of Women
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Bennett:

On behalf of the members of the Provincial Advisory Council on the Status of Women, it is my pleasure to submit our 2015-16 Annual Report in accordance with the guidelines for Annual Performance Reports for Category 2 Government Entities.

This report was prepared under my direction. My signature reflects Advisory Council members' accountability for the results contained in this report.

Sincerely,

Linda Ross
President/CEO

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1 Organizational Overview

The Provincial Advisory Council on the Status of Women (Advisory Council) was established in 1980 by the Provincial Government of the day and received legislative standing with the introduction of the *Status of Women Advisory Council Act*. It was created to advise the Government of Newfoundland and Labrador on issues affecting the status of women, as well as to raise awareness of women's issues within the general public.

The President/CEO position is salaried and filled through an open competition and subsequent appointment. The eleven-member Advisory Council (see Appendix A) is appointed for three-year terms by the Lieutenant-Governor in Council and are selected and appointed through an open nomination process. Selection criteria include representation from diverse women's populations and sectors, demonstrated leadership in working to advance the status of women and the ability to work on women's equality issues from a community, regional or provincial perspective. Appointments reflect the regional representation of women with diverse backgrounds and experience. The members are eligible for re-appointment. A new Council was appointed in August 2015 to serve until July 2018. The Advisory Council is an arms-length legislated body which reports to the Minister Responsible for the Status of Women.

The Advisory Council staff work closely with the Women's Policy Office, an office within Executive Council. The Advisory Council also works with women, women's groups, community and other equality-seeking organizations, which share an agenda to advance women's equality.

1.1 2015-16 Council Members

Position	Individual	Community Representation
President/CEO	Linda Ross	St. John's
Vice-President	Carolyn Lavers	Port au Choix
Member	Carmichael Polonio	St. John's
Member	Hilda Whelan	Whitbourne
Member	Kelly Power	Paradise
Member	Lorraine Hearn	Grand Falls-Windsor
Member	Marina Simon	Port au Port
Member	Melita Collier	St. Alban's
Member	Sandy Kershaw	Happy Valley-Goose Bay
Member	Vanessa McCarthy	Gander
Member	Yamuna Kutty	St. John's

1.2 Staff

The Advisory Council operates with a complement of four staff including:

- President/CEO
- Executive Administrator
- Policy and Research Analyst
- Director of Public Engagement

1.3 Mandate

The mandate of the Provincial Advisory Council on the Status of Women is derived from Section 3 of the *Status of Women Advisory Council Act*, which states that the Advisory Council shall:

- Advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;
- Advise the minister on those matters relating to the status of women that the advisory council feels appropriate;
- Bring before the government and the public matters of interest and concern to women; and,
- Establish the general policies that will govern the organization, administration and operation of the advisory council.

1.4 Vision

The vision of the Provincial Advisory Council on the Status of Women is equality, equity and inclusion for women in Newfoundland and Labrador.

1.5 Mission Statement

By March 31, 2017, the Provincial Advisory Council on the Status of Women will have enhanced its outreach and advisory services in priority areas related to advancing the status of women.

1.6 Physical Location

The leased, accessible office space is located at 15 Hallett Crescent, Suite 103, St. John's, Newfoundland and Labrador.

1.7 Budget

In April 2015, the Advisory Council was allocated \$446,300.

2 Lines of Business

Lines of business are defined as those discrete and coherent sets of services that represent what the Advisory Council provides to its external clients.

In keeping with the Advisory Council's legislated mandate, the following lines of business have been identified:

- Advising the Provincial Government on issues affecting the status of women;
- Public awareness and engagement; and,
- Administration and operation of the Advisory Council.

In achieving its legislative mandate, the Advisory Council aims to consider and incorporate the perspectives of diverse populations of women, including but not limited to, aboriginal women, women with disabilities and visible minorities.

2.1 Advising Government on Issues Affecting the Status of Women

The Advisory Council provides advice as requested by the Minister and other government departments and agencies. On an ongoing basis, the Advisory Council is asked for recommendations on changes to, or the creation of, legislation, policies and practices affecting the status of women in Newfoundland and Labrador.

Through a gender lens and feminist-based analysis, the work of the Advisory Council is centered on improving the Provincial Government's policies, programs, practices, services, legislation and budget allocations as a means of advancing the equality of women in Newfoundland and Labrador. The Advisory Council also brings emerging issues and concerns to the Provincial Government. It works with individual women, women's groups, community organizations and the Women's Policy Office to identify the issues and develop an analysis of problems and solutions.

The Advisory Council provides advice to the Provincial Government and advocates for systemic changes. Advice is generally provided through position papers, briefs, written recommendations and meetings with Provincial Government officials and departmental representatives. The Advisory Council also engages in issue analysis, research and consultation. In addition, it participates in a variety of committees and working groups related to advancing the status of women.

2.2 Public Awareness and Engagement

Through a variety of mediums, the Advisory Council raises public awareness and engages with government and community at large (otherwise identified as 'outreach') on issues related to women's social, economic, cultural and legal equality and inclusion. These mediums include, but are not limited to, social media, participation at events, print and promotional material, public presentations, media interviews and face-to face discussions. When working on specific issues, the Advisory Council collaborates with and seeks information from stakeholders. It actively engages in networking and consultation with stakeholders throughout Newfoundland and Labrador, and it carries out research on specific issues.

2.3 Administration and Operation of the Advisory Council

The Advisory Council's third line of business is focused on the administration and operation of the Provincial Advisory Council on the Status of Women. This entails managing the day-to-day operations of the organization, including administration, finance and human resources. In addition, this line of business includes the provision of ongoing support to the Advisory Council and the quarterly meetings of Council members.

3 Shared Commitments

It is the mandate of the Advisory Council to "bring before the Provincial Government and the public, matters of interest and concern to women". This work is achieved through partnerships and collaboration with various government departments and agencies. The staff at the Advisory Council works closely with community groups, participating in committees and on boards. Through this work, the Advisory Council achieves a broader understanding of issues related to the status of women, which is essential to the Advisory Council's provision of advice and/or recommendations on policy development.

During the period covered by this report, 2015-16, the collaborative working relationship with the Women's Policy Office was critical to the Advisory Council fulfilling its mandate and reaching its goals.

The Advisory Council also established and maintained positive working relationships with the following departments and agencies and their respective ministers and/or senior staff:

- Advanced Education and Skills
- Education and Early Childhood Development
- English School District
- Finance
- Health and Community Services/Regional Health Authorities
- Human Rights Commission
- Justice and Public Safety
- Memorial University
- Municipal Affairs
- Natural Resources
- NL Housing Corporation
- Office of Public Engagement
- Royal Newfoundland Constabulary (RNC)
- Seniors, Wellness and Social Development

The Advisory Council worked and/or engaged with many feminist groups and other community organizations including:

Provincial

- Community Youth Networks, in particular THRIVE-CYN in St. John's
- Equal Voice NL Chapter
- Multicultural Women's Organization (MWONL)
- Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE)
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC)
- NL Coalition against Human Trafficking Inc.
- Office to Advance Women Apprentices (OAWA)

- Pathways Foundation
- Premier's Youth Advisory Committee
- Public Legal Information Association NL (PLIAN)
- Refugee and Immigrant Advisory Council
- Regional Coordinating Committees Against Violence (RCC)
- Status of Women Councils
- Transition House Association of NL
- Stella's Circle
- YWCA St. John's

National

- Coalition of Provincial and Territorial Advisory Councils on the Status of Women

Boards of Directors and External Committee Representation

- Access to Justice Committee for Newfoundland and Labrador
- Coalition against the Sexual Exploitation of Youth (CASEY)
- Council of Marine Professionals Association (COMPASS)
- Harris Centre roundtable on Violence Reduction
- Newfoundland and Labrador Coalition against Human Trafficking
- Relationships First – Restorative Justice in Education Consortium - NL
- Women in Resource Development Corporation (WRDC)
- YWCA of St. John's

Other Entities

- Royal Canadian Mounted Police (RCMP)

These groups and organizations were important partners in the Advisory Council's work to advance the status of women. The Advisory Council has excellent working relationships with many partners and the past year we collaborated extensively with them on events and initiatives covering areas from advancing women in leadership to increasing awareness of violence. Through our relationships, the Advisory Council is able to get a deeper understanding of the issues other individuals and organizations are dealing with, to identify trends and areas in need of prioritization.

The Advisory Council maintained relationships with member(s) of both the Royal Newfoundland Constabulary (RNC) and Royal Canadian Mounted Police (RCMP) during 2015-2016, sharing information and strategizing around issues such as sexual assault, and women and justice. Through partnerships with the Coalition against Violence-Avalon East (CAVAE), the NL Sexual Assault Crisis and Prevention Centre (NLSACPC), the YWCA, the Public Legal Information Association of NL (PLIAN), THRIVE-CYN and others, the Advisory Council has contributed to an increased awareness of violence in Newfoundland and Labrador. Through public and media presentations, events such as roundtables and guest lecturing at Memorial University, and special events, the Advisory Council has increased awareness of issues such as women in leadership, gender and health, violence against women and girls, and

advances in the status of women over the past number of years. Likewise, our partnership with Relationships First—Restorative Justice in Education Consortium focused largely on healthy relationships and best practice approaches to addressing situations of serious harm such as bullying and online harassment.

Over the past year, the Advisory Council increased its focus on education and the status of women. Furthermore, improving opportunities for women means continuing to center on women's economic advancement through supports for women to enter traditionally male dominated fields, enhancing career awareness of young women and girls regarding these available career options and increasing support for women entrepreneurship to gain business access through supplier diversity. This focus would not be achieved without the ongoing work with community agencies and partners such as Women in Resource Development Corporation (WRDC), the Office to Advance Women Apprentices (OAWA), Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE) and Council of Marine Professionals Association (COMPASS).

4 Highlights and Accomplishments

During this fiscal year, the Advisory Council saw numerous highlights and accomplishments, in particular in the areas of education and the status of women, violence prevention, women in leadership, public engagement as well as new Council member appointments for a three-year term.

4.1 Advising Provincial Government on Issues Affecting the Status of Women

Education and the Status of Women

In the Advisory Council's research, public engagement and awareness-raising activities, the Council has consistently seen issues related to education levels and the education system, as either the problem or the solution on issues that affect the economic and social security of women. Additionally, almost 4,000 of the 5,400 teachers and administrators in Newfoundland and Labrador schools are female. Therefore the Advisory Council focused much attention during the fiscal year on the topic of Education and the Status of Women in Newfoundland and Labrador, by carrying out extensive research, holding several meetings with community and by developing a submission for the Department of Education and Early Childhood Development.

Violence Prevention

During 2015-16, the Advisory Council dedicated significant efforts to addressing violence prevention issues largely due to increasing incidents of harassment in schools and workplaces throughout the province. Recognizing that ending violence means educating people, particularly children and youth, to have respect for themselves and each other in all our diversities, the Advisory Council has been active in promoting a healthy relationships approach. As a Relationships First—Restorative Justice in Education Consortium member, we were involved in proposing alternative mechanisms to resolve incidents of high school harassment. With the recent harassment incidents that took place in Spaniard's Bay, the Advisory Council advocated for better policies and mandatory employee training. In doing so, other entities experiencing similar harassment issues approached us with their concerns which have propelled us to continue to raise these issues with policy makers and propose mechanisms to ensure policies, training, and accountabilities are put in place.

With the launch of the Violence Prevention Initiative Action Plan *Working Together for Violence-Free Communities*, the Advisory Council facilitated a group meeting with community partners to review the document and provide feedback to the Provincial Government. During the 16 Days of Activism Against Gender Violence, we collaborated with CAVAE and assisted in the development of material for distribution. In the lead up to Violence Prevention Month (VP Month), the Advisory Council was actively engaged with community partners on developing ideas to raise violence awareness in Newfoundland and Labrador and dedicated significant efforts to developing ideas that would be provincial in nature and engage individuals and organizations not normally involved in the month-long activities. Other VP Month activities included a launch with

the Honourable Cathy Bennett, Minister Responsible for the Status of Women, and community partners at the Hungry Heart Café; the #OneldealNL social media campaign which the Advisory Council partnered on; and our initiative, the *Violence Prevention Month Interview Project*, which was launched in February 2016. This collaborative project has 12 organizations across the province interviewing individuals of different ages and backgrounds on what they think of when they hear the word violence, what it looks like in their community and what they can do to prevent violence. A compilation of these recordings will be made into a short recording which will form the basis for the next phase of the project in 2016-17.

Women in Leadership

The need for more women in leadership positions and elected office is a priority focus for the Advisory Council. During the past fiscal year, the Advisory Council has promoted the *Organize to Win: A Political Guidebook for Women in Newfoundland and Labrador* across the province and engaged other organizations in putting the electronic version on their website. The Advisory Council continued collaborating with Equal Voice NL by developing plans and format to organize a series of campaign schools across the province. In the lead-up to the federal election, the Advisory Council, as member of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women, developed *Kick Start the Conversation*, an information card listing seven gender equality focused questions to use when speaking with candidates. The card, available in both official languages, received national attention and was circulated electronically, in paper format, as well as posted on social media. The Advisory Council participated actively in the consultations on the Provincial Government's Workforce Development Plan by submitting a brief to the government and participating in face-to-face consultations. The Advisory Council also submitted a brief titled *Advancing Women in Leadership in Newfoundland and Labrador* containing advice and recommendations to the Premier on the positive impacts board gender diversity would have with agencies, boards and commissions in Newfoundland and Labrador.

4.2 Public Awareness and Engagement

The Advisory Council unveiled a new website that provided easier access to information for visitors and a more streamlined and transparent approach to our work on women's economic and social security in the province. Statistical analysis showed that average totals of unique visitors (new IP addresses) to our website were 250 per day with multiple visits to our site thereafter. Our highest one-day visit peaked on January 23, 2015 with 4,580 unique visitors, correlating to our January 22, 2015 press release titled *Spaniard's Bay Volunteer Fire Department*.

Twitter, our main social media platform, represents the majority of the Advisory Council's public engagement and outreach. Following our last report, followers have increased by 59.3 per cent. Our current engagement level reaches a provincial, national and international scope using this social media tool. During the period of April 1, 2015-March 31, 2016, the Advisory Council tweeted 648 times on issues related to women's economic and social security - our current strategic priority areas.

As research indicates with economic hardship from downturns in the economy, there is an increased risk in women's social security. Therefore, greater emphasis and priority was paid to women's social security through our social media channel.

A new initiative undertaken this year was the Advisory Council newsletter, which is sent to 122 readers (as of March 31, 2016). This initiative has increased the Advisory Council profile and has been a mechanism by which we were able to reach a wide cross-section of women and organizations across the province. The first newsletter was launched in October 2015 as a vehicle for sharing information about the Council's work, its members and their priorities as well as topical issues. A second newsletter followed in January 2016. The newsletter accompanies our new website as a means to broaden the scope of our communication activities ensuring people in the province are aware of the Advisory Council's mandate and its activities.

During the fiscal year 2015-16, the Advisory Council was involved in networking, public engagement and outreach through participation in 45 different events, either as speaker, organizer or participant.

4.3 Administration and Operation of the Advisory Council

A clear highlight of the fiscal year was the appointment of a new Advisory Council for a three-year term, beginning in August 2015. The new Advisory Council welcomed four new members, with seven members (including the President/CEO) returning for a new three-year term in office. The new Council met for the first time in September 2015, and additional meetings were held in December 2015 and March 2016.

5 Strategic Issues – Report on Performance

The Advisory Council advanced strategic issues in the following area for the period April 1, 2015 to March 31, 2016:

- Improved opportunities for women through the removal of systemic barriers.

The following report provides details of the Advisory Council's success in achieving its planned goals and objectives. Although the Advisory Council is equally dedicated to working on advancing economic and social security, the past year has seen significantly more work focused on social security. With the economic downturn, issues in the social security area, such as health, education and justice, increased and rose to the fore.

5.1 Issue 1: Economic Security

Economic security means the ability to meet current basic needs such as food, clothing, shelter, and the ability to cover any unexpected costs. In its 2014-17 Business Plan, the Advisory Council has identified economic security for women as a strategic issue. Economic instability is a systemic barrier for many women throughout Newfoundland and Labrador, and addressing it is essential to advance the status of women.

Women gaining and being retained in well-paid employment, be it in business, traditionally male-dominated fields and/or senior management and leadership positions are key elements of economic security. Over the past year, the Advisory Council continued engagement on these issues, notwithstanding the economic downturn which has meant more challenges for encouraging and supporting women to enter the skilled trades.

Goal 1:	By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the economic security of women and provided advice to the Government of Newfoundland and Labrador on advancing the economic security of women.
Measure:	Publicly highlighted issues related to the economic security of women and provided advice to the Government of Newfoundland and Labrador on advancing the economic security of women.
Indicators:	• Provided advice to the Provincial Government regarding impacts on women; • Participated in and engaged with organizations regarding policies, programs and initiatives on issues impacting the economic security of women; • Developed and delivered public awareness initiatives on issues impacting the economic security of women.

Objective 1:	By March 31, 2016, the Advisory Council will have supported the advancement of the economic security of women.
Measure:	Supported the advancement of the economic security of women.
Indicator:	Progress and accomplishments
Shared information and research with respect to economic security through Twitter, website and media.	The Advisory Council's main forums of communication on economic security were our website, our Twitter account and our recently initiated newsletter. The sharing of information and research was disseminated to the public directly through these communication mediums. Examples of shared research includes direct links to statistical information and research documents pertinent to the advancement of the economic security of women. The Twitter account was used to communicate 142 tweets in areas of women in skilled trades and traditionally male-dominated sectors, women running for political office as well as identifying women's under-representation in senior board leadership positions. Coinciding with the launch of <i>Kick-Start the Conversation</i> cards promoting gender equality related issues prior to the federal election, the Advisory Council as member of the Coalition of Provincial and Territorial Advisory Council on the Status of Women, developed and sent out a national press release to the public titled <i>National Coalition of Provincial and Territorial Advisory Councils on the Status of Women launch Voter Card during 2015 Election</i> emphasizing the need to include questions of women's rights and gender equality questions into the federal debate.
Discussed with stakeholders and partners issues impacting women's economic security and possible solutions.	The Advisory Council is represented on the executive WRDC and has been working with them around opportunities to meet the changing demands. Recognizing that a fundamental element of advancing women's economic security lays in the need for the ability to work in a harassment-free environment, the Advisory Council has been promoting the respectful workplace training sessions offered by WRDC. The Advisory Council continued to participate in diversity roundtables, including two events convened by Husky Energy and Vale respectively. In collaboration with Equal Voice NL and Memorial University Gender Studies, the Advisory Council sponsored a public panel presentation: <i>Politics, No Place for Women</i>, focusing on the need for and strategies to have more women in politics.

	As direct evidence indicates women who hold political office demonstrate good governance and prudent risk management behaviours that contribute to successes in weathering economic crisis (Catalyst 2007). Furthermore, removing barriers to women's political and civic participation means overcoming the realm that is typically a male-dominated arena as well as securing well-paid employment. Therefore, planning also commenced regarding the need for recognition of the 100th anniversary of women getting the right to vote. Having previously assisted in the organization of the Commonwealth Women Parliamentarians' visit in 2014, the Advisory Council participated in their 10th anniversary event in October 2015. Education being fundamental to women's economic security, the Advisory Council developed a submission on <i>Education and the Status of Women</i>, which was submitted to the Minister of Education and Early Childhood Development in January 2016. During the drafting process, we consulted with numerous regional and community organizations on the topics covered within the submission, thereby ensuring the inclusion of up-to-date information from the point of view of frontline service providers.
• Provided briefings to various government departments on a variety of aspects of economic security for women of the province.	In addition to holding meetings with representatives of several departments, including ministers and government committees, the Advisory Council submitted written briefs to the Premier's Office, the Department of Advanced Education and Skills and Women's Policy Office, departments within Provincial Government on: - <i>Workforce Development Strategy</i> - <i>Education and the Status of Women</i> - <i>Advancing Women in Leadership in Newfoundland and Labrador</i> (an updated version of the spring 2015 brief). The Advisory Council also responded to the request by the Panel on the Status of Public Education and submitted a brief outlining the Advisory Council's main concerns and priorities in the field of education.

5.2 Issue 2: Social Security

Social security is the cornerstone to living in positive and safe communities. The Advisory Council works with a host of community groups and government departments to bring forward social issues that affect women and girls in the province. The key social security elements that the Advisory Council feel are important to focus on are: justice services; housing; safety; family; healthy relationships, youth development; social media; healthcare; child care; and cultural and environmental sustainability.

Goal 1:	By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the social security of women and provided advice to the Government of Newfoundland and Labrador on advancing the social security of women.
Measure:	Provided public awareness and advice to the Provincial Government on issues impacting the social security of women.
Indicators:	• Provided advice to the Provincial Government regarding impacts on women; • Participated in and engaged with organizations regarding policies, programs and initiatives on issues impacting the social security of women; • Developed and delivered public awareness initiatives on issues impacting the social security of women.

Objective 1:	By March 31, 2016, the Advisory Council will have supported the advancement of the social well-being of women and girls.
Measure:	Supported the advancement of the social well-being of women and girls.
Indicator:	Progress and Accomplishments
• Shared information and research with respect to social security of women through Twitter, website and media.	The majority of tweets sent through our account were related to the social well-being of women and girls. More specifically, 504 tweets with information on domestic violence, justice services, housing, healthy relationships, youth development, healthcare, and safety issues were relayed to our audience. The sharing of information and research was disseminated to the public directly through these communication mediums. Examples of shared research includes direct links to statistical information and research documents pertinent to the advancement of the social security of women.

	Social media was also used extensively in our violence prevention work and specific campaigns and tweets were designed in collaboration with partner organizations in relation to 16 Days of Activism against Gender Violence and February 2016 Violence Prevention Month. News releases sent out by the Advisory Council, or where the Advisory Council was actively involved in the development of the advertised initiative, included: - <i>Diablo</i> – theatre performances and discussions on human trafficking, performed by the “Spanner in the Works” theatre from Northern Ireland; - Launch of the website and logo of the NL Coalition against Human Trafficking; - Allegations of sexual harassment at Spaniard’s Bay Volunteer Fire Department; and - Official launch of the Relationships First – Restorative Justice in Education Consortium NL.
• Discussed with stakeholders and partners issues impacting women’s social security and possible solutions.	As co-chair, the Advisory Council continued to be actively engaged with the Newfoundland and Labrador Coalition Against Human Trafficking Inc., which provides education and training on the trafficking of persons. The Advisory Council assisted the Coalition in organizing and hosting the Northern Irish theatre company <i>Spanner in the Works</i>, which performed <i>Diablo</i> – a play on human trafficking. Over the past year, the Advisory Council has provided feedback related to strategies to raise awareness of human trafficking issues and approaches to dealing with situations occurring province-wide. The Advisory Council continues to be represented in the Newfoundland and Labrador Access to Justice Steering Committee, providing input on the status of women perspective and collaborating on how best to make family and civil law resources and information more accessible to the public. A presentation was also given to judges and Supreme Court justices from across Canada on gender and the court system. During the past fiscal year, the Advisory Council became more active on the Relationships First – Restorative Justice in Education Consortium NL. We participated in the official launch, co-wrote a funding application and assisted in promoting training opportunities offered by the

	Consortium. Furthermore, all of the Advisory Council's advice and recommendations strive to follow a restorative approach by encouraging and promoting a relational culture. As mentioned above, this fiscal year violence prevention was a major focal point for the Advisory Council. As with previous years, the Advisory Council still remains a committee member of the Sexual Violence Awareness Week, coordinated by NLSACPC, supporting event organization during this week. The Advisory Council also collaborated with CAVAE, developing materials for the 16 Days of Activism Against Gender Violence. For, and during, VP Month, the Advisory Council participated extensively in planning and executing a social media campaign bringing attention to this crucial issue. Furthermore, the Advisory Council initiated its own interview project, where it partnered with Community Youth Networks (CYN), Status of Women Councils and Regional Coordinating Committees Against Violence (RCCs) to carry out interviews with residents of the province on violence. The Advisory Council participated in a number of events including: <i>In Her Name Vigil</i> for missing and murdered women and girls of Newfoundland and Labrador organized by the St. John's Status of Women Council (SJSOWC); <i>Take Back the Night March</i> with NLSACPC; meetings of the Coalition Against Sexual Exploitation of Youth (CASEY); <i>OneIdeaNL</i> February 2016 workshop examining collaboration amongst partners working to end violence; hosted monthly meetings as a committee member of the Coordinating Avalon Regional Engagement Project lead by NLSACPC; as well as attended the Annual General Meetings of SJSOWC, NLSACPC, PLIAN, and Multicultural Women's Organization of Newfoundland and Labrador (MWONL). Welcomed by Memorial University Faculty of Medicine, the President of the Advisory Council lectured a class of Master of Public Health students on health and human rights, a pertinent issue with women's social security. This increased the profile of Advisory Council's work with a broader diverse constituency.
• Provided briefings to various government	The Advisory Council met with the All-Party Committee on Mental Health and Addictions to discuss concerns

departments on a variety of aspects of social security of women of the province.	regarding women with mental health and addictions issues committing crimes and being incarcerated. In this connection, the Advisory Council submitted a brief to the Government on <i>Women with Complex Needs</i>. The Advisory Council was also engaged by the Department of Justice in discussions regarding the temporary placement of female inmates at Her Majesty's Penitentiary. Following the launch of the Violence Prevention Initiative Action Plan <i>Working Together for Violence-Free Communities</i>, the Advisory Council, together with a number of community organizations, provided feedback to the government on the action plan and recommendations on further steps.
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6 Achieving Objectives for 2016-17

Goal 1:	By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the economic security of women and provided advice to the Government of Newfoundland and Labrador on advancing the economic security of women.
Objective 1:	By March 31, 2017, the Advisory Council will have undertaken initiatives to advance the economic security of women.
Measure:	Undertook initiatives to advance the economic security of women.
Indicators:	• Shared information and research with respect to economic security through social media, website and media; • Based on discussions with stakeholders and partners, developed and implemented projects to bring attention to advancing the economic security of women; and • Provided briefings and recommendations to the provincial government of aspects of economic security for women of the province.

Goal 2:	By March 31, 2017, the Advisory Council will have publicly highlighted issues related to the social security of women and provided advice to the Government of Newfoundland and Labrador on advancing the social security of women.
Objective 1:	By March 31, 2017, the Advisory Council will have undertaken initiatives to advance the social well-being of women and girls.
Measure:	Undertook initiatives to advance the social well-being of women and girls.
Indicators:	• Shared information and research with respect to social security of women through social media, website and media; • Based on discussions with stakeholders and partners, developed and implemented projects to bring attention to advancing the social security of women; and • Provided briefings and recommendations to the provincial government of aspects of social security for women.

7 Opportunities and Challenges

An ongoing challenge for the Advisory Council and one which will continue in the 2016-17 fiscal year is the limitations in conducting outreach with women in the Province. Fiscal realities have limited the ability to meet women across the province and have substantive discussions on issues impacting women in Newfoundland and Labrador. This is in particular true in terms of the Council's ability to hear concerns from women in rural areas of the province. In the 2015-16 fiscal year, the Council staff was able to travel once outside the Avalon, when the President/CEO and the Director of Public Engagement participated at the International Women's Day celebrations in Grand Falls-Windsor and visited the Women's Centre in Gander.

In the 2016-17 fiscal year, the Advisory Council will be exploring creative opportunities to hold meetings in a cost-effective, but productive manner. One example will be organizing a Council meeting via teleconference instead of the normal face-to-face meeting. In practice, the face-to-face meetings afford the Council members opportunity to meet with Ministers, senior government officials and community partners to discuss issues and take part in working sessions, where ideas for further Advisory Council initiatives can be developed. There is real opportunity to develop new initiatives and/or more significant projects to advance the economic and social security of women in Newfoundland and Labrador, but the challenge rests in the creative approaches needed to support and forward this work.

Despite this, the Advisory Council remains committed to reaching its objectives for the 2016-17 fiscal year and to undertaking initiatives to advance the economic security and the social well-being of women and girls in Newfoundland and Labrador. Traditionally, it has been the role of the Advisory Council to partner with other government entities and/or community organizations to develop and carry out new initiatives. This is also what the Advisory Council envisions will happen in 2016-17. Collaboration is an excellent way to ensure all relevant points of view are included in the planning and implementation of activities and also because it is in the interest of the partnering organizations to work together ensuring there is no duplication of services to advance women and girls' social and economic security in this province.

8 Audited Financial Statements

**PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF WOMEN -
NEWFOUNDLAND AND LABRADOR**

FINANCIAL STATEMENTS

MARCH 31, 2016

Management's Report

Management's Responsibility for the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

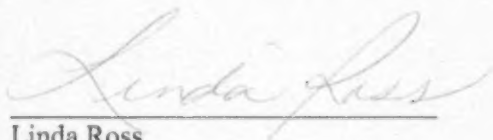
Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that transactions are properly authorized, assets are safeguarded and liabilities are recognized.

Management is also responsible for ensuring that transactions comply with relevant policies and authorities and are properly recorded to produce timely and reliable financial information.

The Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through participation in Council meetings. The Council members review internal financial information on a quarterly basis and external audited financial statements yearly.

The Auditor General conducts an independent audit of the annual financial statements of the Council, in accordance with Canadian generally accepted auditing standards, in order to express an opinion thereon. The Auditor General has full and free access to financial management of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.

On behalf of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.



Linda Ross
President/CEO



**AUDITOR
GENERAL**

of Newfoundland and Labrador

INDEPENDENT AUDITOR'S REPORT

To the Council members
Provincial Advisory Council on the Status
of Women - Newfoundland and Labrador
St. John's, Newfoundland and Labrador

Report on the Financial Statements

I have audited the accompanying financial statements of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador which comprise the statement of financial position as at March 31, 2016, the statements of operations, change in net financial assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

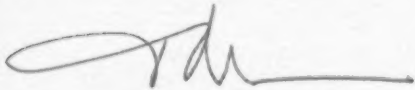
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Independent Auditor's Report (cont.)

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador as at March 31, 2016, and its financial performance and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

A handwritten signature in black ink, appearing to read 'T. Paddon', with a long horizontal line extending to the right.

TERRY PADDON, CPA, CA
Auditor General

August 25, 2016
St. John's, Newfoundland and Labrador

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF FINANCIAL POSITION
For the Year Ended March 31**

2016

2015

FINANCIAL ASSETS

Cash (Note 3)	\$ 178,267	\$ 168,226
Accounts receivable (Note 4)	5,556	5,477
	183,823	173,703

LIABILITIES

Accounts payable and accrued liabilities (Note 5)	25,053	25,534
	25,053	25,534
Net financial assets	158,770	148,169

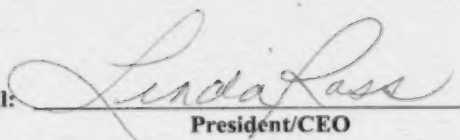
NON-FINANCIAL ASSETS

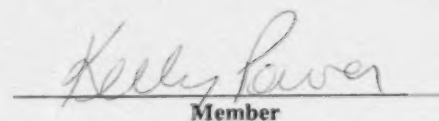
Tangible capital assets, net (Note 6)	4,115	2,765
Prepaid expenses (Note 7)	6,898	7,609
	11,013	10,374
Accumulated surplus	\$ 169,783	\$ 158,543

Contractual obligations (Note 8)

*The accompanying notes are an
integral part of these financial statements.*

Signed on behalf of the Council:


President/CEO


Member

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF OPERATIONS
For the Year Ended March 31**

	2016 Budget	2016 Actual	2015 Actual
(Note 12)			
REVENUES			
Province of Newfoundland and Labrador operating grant	\$ 446,300	\$ 446,300	\$ 430,100
Interest	-	3,010	3,273
<i>Ovations</i> revenue (Note 10)	-	-	615
	<u>446,300</u>	<u>449,310</u>	<u>433,988</u>
EXPENSES (Note 11)			
Administration	400,690	374,130	389,272
Advisement of Government	36,060	32,355	27,648
<i>Ovations</i> expense (Note 10)	-	25,121	16,597
Public Awareness and Engagement	9,550	6,464	8,335
	<u>446,300</u>	<u>438,070</u>	<u>441,852</u>
Annual surplus (deficit)	-	11,240	(7,864)
Accumulated surplus, beginning of year	<u>158,543</u>	<u>158,543</u>	<u>166,407</u>
Accumulated surplus, end of year	<u>\$ 158,543</u>	<u>\$ 169,783</u>	<u>\$ 158,543</u>

*The accompanying notes are an
integral part of these financial statements.*

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
For the Year Ended March 31**

	2016 Budget	2016 Actual	2015 Actual
(Note 12)			
<u>Annual surplus (deficit)</u>	<u>\$ -</u>	<u>\$ 11,240</u>	<u>\$ (7,864)</u>
Tangible capital assets			
Acquisition of tangible capital assets	-	(4,184)	(3,133)
<u>Amortization of tangible capital assets</u>	<u>-</u>	<u>2,834</u>	<u>5,050</u>
	-	(1,350)	1,917
Prepaid expenses			
Acquisition of prepaid expense	-	(6,898)	(7,609)
<u>Use of prepaid expense</u>	<u>-</u>	<u>7,609</u>	<u>11,687</u>
	-	711	4,078
Increase (decrease) in net financial assets	-	10,601	(1,869)
<u>Net financial assets, beginning of year</u>	<u>148,169</u>	<u>148,169</u>	<u>150,038</u>
<u>Net financial assets, end of year</u>	<u>\$ 148,169</u>	<u>\$ 158,770</u>	<u>\$ 148,169</u>

*The accompanying notes are an
integral part of these financial statements.*

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CASH FLOWS
For the Year Ended March 31

	2016	2015
Operating transactions		
Annual surplus (deficit)	\$ 11,240	\$ (7,864)
Adjustment for non-cash items		
Amortization of tangible capital assets	2,834	5,050
	14,074	(2,814)
Change in non-cash working capital		
Accounts receivable	(79)	12,389
Accounts payable and accrued liabilities	(481)	(9,664)
Prepaid expenses	711	4,078
Cash provided from operating transactions	14,225	3,989
Capital transactions		
Cash used to acquire tangible capital assets	(4,184)	(3,133)
Cash applied to capital transactions	(4,184)	(3,133)
Increase in cash	10,041	856
Cash, beginning of year	168,226	167,370
Cash, end of year	\$ 178,267	\$ 168,226

*The accompanying notes are an
integral part of these financial statements.*

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016**

1. Nature of operations

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) is a Crown corporation of the Province of Newfoundland and Labrador, established under the *Status of Women Advisory Council Act*. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by Council members appointed by the Lieutenant-Governor in Council.

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

2. Summary of significant accounting policies

(a) Basis of accounting

The Council is classified as an Other Government Organization as defined by Canadian Public Sector Accounting Standards (CPSAS). These financial statements are prepared by management in accordance with CPSAS for provincial reporting entities established by the Canadian Public Sector Accounting Board. The Council does not prepare a statement of re-measurement gains and losses as the Council does not enter into relevant transactions or circumstances that are being addressed by the statement.

(b) Financial instruments

The Council's financial instruments recognized in the statement of financial position consist of cash, accounts receivable and accounts payable and accrued liabilities. The Council generally recognizes a financial instrument when it enters into a contract which creates a financial asset or financial liability. Financial assets and financial liabilities are initially measured at cost, which is the fair value at the time of acquisition.

The Council subsequently measures all of its financial assets and financial liabilities at cost. Financial assets measured at cost include cash and accounts receivable. Financial liabilities measured at cost include accounts payable and accrued liabilities.

(c) Cash

Cash includes cash in the bank.

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016

2. Summary of significant accounting policies (cont.)

(d) Tangible capital assets

Tangible capital assets are recorded at cost, including amounts that are directly related to the acquisition of the assets.

The cost, less residual value, of the tangible capital assets is amortized on a straight-line basis over their estimated useful lives as follows:

Furniture and equipment	5 years
Computer hardware and software	3 years
Leasehold improvements	5 years

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Council's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations.

(e) Prepaid expenses

Prepaid expenses are charged to the expense over the periods expected to benefit from it.

(f) Employee future benefits

The employees of the Council are subject to the *Public Service Pensions Act, 1991*. Employee contributions are matched by the Council and remitted to the Public Service Pension Plan Corporation from which pensions will be paid to employees when they retire. This plan is a multi-employer, defined benefit plan, providing a pension on retirement based on the member's age at retirement, length of service and the average of their best six years of earnings for service on or after January 1, 2015, and, for service before January 1, 2015, the higher of the average of the frozen best 5 years of earnings up to January 1, 2015, or the average of the best 6 years of earnings for all service.

The contribution of the Council to the plan is recorded as an expense for the year.

(g) Revenues

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016**

2. Summary of significant accounting policies (cont.)

(g) Revenues (cont.)

The Council recognizes the receipt of government transfers as revenue in the period the transfer is authorized and all eligibility criteria have been met, except when and to the extent that the transfer gives rise to an obligation that meets the definition of a liability for the Council.

Government transfers consist of funding from the Province of Newfoundland and Labrador. Income attributable to financial instruments is reported in the statement of operations.

(h) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

Transfers, which include grants and subsidies, are recorded as expenses when the grant is authorized, eligibility criteria have been met by the recipient and a reasonable estimate of the amount can be made.

(i) Measurement uncertainty

The preparation of financial statements in conformity with CPSAS requires management to make estimates and assumptions that affect the reporting amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include the useful life of capital assets.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates.

3. Cash

	<u>2016</u>	<u>2015</u>
Cash	\$ 178,267	\$ 141,490
<u>Designated cash - Oventions (Note 10)</u>	-	26,736
	<u>\$ 178,267</u>	<u>\$ 168,226</u>

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016

4. Accounts receivable

	<u>2016</u>	<u>2015</u>
Harmonized sales tax receivable	\$ 5,556	\$ 5,477
	\$ 5,556	\$ 5,477

There is no allowance for doubtful accounts since all amounts are considered collectible.

5. Accounts payable and accrued liabilities

	<u>2016</u>	<u>2015</u>
Trade accounts payables and accruals	\$ 12,965	\$ 14,808
Accrued leave	12,088	8,931
Harmonized sales tax payable – <i>Ovations</i> (Note 10)	-	1,795
	\$ 25,053	\$ 25,534

6. Tangible capital assets

	Furniture and equipment	Computer equipment and software	Leasehold improvements	Total
Cost				
Balance, March 31, 2015	\$ 35,262	\$ 34,757	\$ 3,272	\$ 73,291
Additions/disposals	-	4,184	-	4,184
Balance, March 31, 2016	35,262	38,941	3,272	77,475
Accumulated amortization				
Balance, March 31, 2015	35,262	32,412	2,852	70,526
Amortization expense	-	2,694	140	2,834
Balance, March 31, 2016	35,262	35,106	2,992	73,360
Net book value, March 31, 2016	\$ -	\$ 3,835	\$ 280	\$ 4,115
Net book value, March 31, 2015	\$ -	\$ 2,345	\$ 420	\$ 2,765

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016

7. Prepaid expenses

	<u>2016</u>	<u>2015</u>
Rent	\$ 3,807	\$ 3,807
Workplace, Health, Safety and Compensation Commission	1,200	2,006
Professional fees	187	280
Insurance	909	943
Other	795	573
	<u>\$ 6,898</u>	<u>\$ 7,609</u>

8. Contractual obligations

In January 2013, the Council entered into a five year agreement for the lease of office space. Annual lease payments over the next two years are as follows:

2017	\$ 48,477
2018	<u>16,159</u>
	<u>\$ 64,636</u>

9. Financial risk management

The Council recognizes the importance of managing significant risks and this includes policies, procedures and oversight designed to reduce the risks identified to an appropriate threshold. The risks that the Council are exposed to through its financial instruments are credit risk, liquidity risk and market risk. There was no significant change in the Council's exposure to these risks or its processes for managing these risks from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Council's main credit risk relates to cash and accounts receivable. The Council's maximum exposure to credit risk is the carrying amounts of these financial instruments. The Council is not exposed to significant credit risk with its cash because this financial instrument is held with a Chartered Bank. The Council is not exposed to significant credit risk related to its accounts receivable because it is due from the Federal Government. There is no allowance for doubtful accounts since all amounts are considered collectible.

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016

9. Financial risk management (cont.)

Liquidity risk

Liquidity risk is the risk that the Council will be unable to meet its contractual obligations and financial liabilities. The Council manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient resources available to meet its obligations and liabilities. The Council's exposure to liquidity risk relates mainly to its accounts payable and accrued liabilities and contractual obligations. The future minimum payments required from the Council in relation to its contractual obligations are outlined in Note 8.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency (foreign exchange) risk, interest rate risk and other price risk. The Council is not exposed to significant foreign exchange, interest rate or other price risk.

10. *Ovations*

During the year ended March 31, 2016, the Council, as a member of an external organizing committee, completed its involvement with *Ovations: Applauding the Accomplishments of Women in Our Communities (Ovations)*. The organizing committee consisted of representatives from the Council, the Women's Policy Office, located in the Executive Council of the Government of Newfoundland and Labrador, businesses, the community and industry. The committee agreed to donate all remaining monies to a third party organization to be used to help get more women involved in political office in Newfoundland and Labrador. The *Ovations* committee was dissolved.

The following are details of revenues and expenses pertaining to the *Ovations* events which are included in the statement of operations of the Council:

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016**

10. *Ovations* (cont.)

	<u>2016 Budget</u> (Note 12)	<u>2016 Actual</u>	<u>2015 Actual</u>
REVENUES			
<i>Ovations</i> - ticket revenues	\$ -	\$ -	\$ 615
<u>Interest</u>	-	3	244
	-	3	859
EXPENSES (Note 11)			
<u><i>Ovations</i></u>	-	25,121	16,597
	-	25,121	16,597
Annual deficit	-	(25,118)	(15,738)
<u>Accumulated surplus, beginning of year</u>	25,313	25,313	41,051
<u>Accumulated surplus, end of year</u>	\$ 25,313	\$ 195	\$ 25,313

11. Expenses by object

The following is a summary of expenses by object:

	<u>2016 Budget</u> (Note 12)	<u>2016 Actual</u>	<u>2015 Actual</u>
Amortization of tangible capital assets	\$ 1,500	\$ 2,834	\$ 5,050
Donation	-	19,690	-
Grants and subsidies	200	55	8,578
Leasehold improvements	500	-	-
Other	300	2,566	130
Professional fees	15,800	9,320	11,177
Rent	48,525	45,690	45,690
Salaries and benefits	332,890	306,600	321,211
Supplies and services	21,725	29,969	27,266
<u>Travel related expenses</u>	<u>24,860</u>	<u>21,346</u>	<u>22,750</u>
	\$ 446,300	\$ 438,070	\$ 441,852

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2016

11. Expenses by object (cont.)

Included in the expenses by object are expenses pertaining to the *Ovations* events as noted below:

	<u>2016</u> <u>Budget</u> (Note 12)	<u>2016</u> <u>Actual</u>	<u>2015</u> <u>Actual</u>
Donation	\$ -	\$ 19,690	\$ -
Miscellaneous	-	2,316	-
Subsidies	-	-	8,474
Supplies and services	-	3,115	5,267
Travel related expenses	-	-	2,856
	\$ -	\$ 25,121	\$ 16,597

12. Budgeted figures

Budgeted figures, which have been prepared on a cash basis, are provided for comparison purposes and have been derived from the estimates approved by the House of Assembly of the Province of Newfoundland and Labrador.

13. Employee future benefits

The Council and its employees contribute to the Public Service Pension Plan in accordance with the *Public Service Pensions Act, 1991*(the *Act*). The plan is administered by the Public Service Pension Plan Corporation, including payment of pension benefits to employees to whom the *Act* applies.

The plan provides a pension to employees based on the member's age at retirement, their length of service and rates of pay. The maximum contribution rate for eligible employees was 11.85% (2015 - 11.85%). The Council contributes an amount equal to the employee contributions to the plan. The pension expense for the Council for the year ended March 31, 2016, was \$19,193 (2015 - \$22,118).

14. Related party transactions

The Council receives operating grants from the Province of Newfoundland and Labrador. Operating grants received during the year totaled \$446,300 (2015 - \$430,100).

15. Non-financial assets

The recognition and measurement of non-financial assets is based on their service potential. These assets will not provide resources to discharge liabilities of the Council. For non-financial assets, the future economic benefit consists of their capacity to render service to further the Council's objectives.

Appendix A: Advisory Council Biographies

Linda Ross, President/CEO, St. John's

Linda Ross has held this position since May 2009. She has over 30 years experience of policy and program development in community development and women's economic and social equality in Canada and internationally. Previously she spent 24 years working with Oxfam Canada. Linda serves on a number of boards and committees including the Women in Resource Development Corporation, the College of Family Physicians of Canada and the NL Access to Justice Committee. She is presently the Chair of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women. Linda holds a Bachelor of Science (B.Sc) from the University of Waterloo and certificates in Change Management and Performance Development from the Faculty of Management at McGill University.

Carolyn Lavers, Vice-President, Port au Choix

Carolyn is an Economic Development Officer with the provincial Department of Business, Tourism, Culture and Rural Development in Port au Choix. She is a small business entrepreneur and worked with the former Women's Enterprise Bureau. Carolyn has served on the boards of several local business development boards and other community agencies. She is also deeply concerned about issues related to violence, rural child care solutions, women's employment and women in leadership. She brings great dedication and insight to our work. Carolyn lives in Port au Choix and serves as mayor of her community.

Melita Collier, St. Albans

Melita is a Career Development Specialist with Department of Advanced Education and Skills for the Coast of Bays region. She has been committed to women's issues and advancements for many years and in numerous ways. Her involvement in the Coast of Bays International Women's Day Committee is one of the ways she expresses her passion for equality and ensuring healthy, safe and supportive workplaces for which diversity and inclusiveness are valued. Melita works with marginalized and under-represented groups, bringing awareness and education to women's social, economic and political challenges, and she is a Silent Witness Advocate. She received a Bachelor of Administrative Studies from York University and returned to Newfoundland in 2003.

Lorraine Hearn, Grand Falls-Windsor

Lorraine is the former Executive Director of Violence Prevention South and Central (VPSC) under the Violence Prevention Initiative. Lorraine's professional background is in the fields of Nursing and Addiction Studies and Intervention. She is a graduate from McMaster University in Ontario with two Diplomas — Addictions Studies and Addictions Care Worker. Additionally, she has earned her Associate Counselor Status in Addictions through the Canadian Certification Board for Alcohol and Drug Counselors. She began volunteering with the Committee Against Violence in 1992 and over the years, she has held various executive positions. She continues her anti-violence work in the central west region of the province. Lorraine provides leadership in violence prevention initiatives, and delivers education, awareness and training on violence issues. She has extensive background in delivering community presentations, workshops and training in all areas of violence. Furthermore, she is an avid advocate for women and victims of violence.

Sandy Kershaw, Happy Valley-Goose Bay

Sandy is the former Executive Director of Mokami Status of Women Council. In her role she was responsible for overseeing the Women's Centre, Thrifty Fashions, and the Supportive Living project. Graduating from Memorial University with a Bachelor of Education degree, Sandy taught children of all ages before she transitioned her skills into the business world. Sandy worked on the military base for seven years before joining the Voisey's Bay Nickel Company as Aboriginal Affairs Coordinator. Most recently, Sandy worked with Nunatsiavut Government and MUN, overseeing a social work degree program that would eventually see eighteen Inuit women earn the professional designation of Social Worker. Sandy is an Inuit woman who has continued her education through various management and university programs. Sandy is a voracious reader who is working toward attaining a Master's Degree in Post-Secondary Studies.

Yamuna Kutty, St. John's

Yamuna is the Vice-President of the Multicultural Women's Organization of Newfoundland and Labrador. Over the years, Yamuna has been on many boards including the St. John's Status of Women Council, the National Action Committee on the Status of Women, and the National Organization of Immigrant and Visible Minority

Women of Canada. She is interested in critical perspectives about lives of immigrant and refugee women. Violence against women and children is one of her big concerns. Yamuna is originally from India, but has lived in St. John's for the past 47 years.

Vanessa McCarthy, Gander

Vanessa is a lawyer in private practice with Rebecca Redmond MacLean Law Office PLC Inc. She completed both her Bachelor of Arts and LLB degrees with the University of New Brunswick in Fredericton, where she was involved in numerous organizations committed to equality and women's rights. Vanessa worked and volunteered for many years with the Fredericton Sexual Assault Crisis Centre and later the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre. She has extensive experience screening and training volunteers for sexual assault crisis line work, as well as in presenting to volunteer and community groups on sexual assault, empowerment and healthy relationships. Vanessa is originally from Grand Falls-Windsor.

Carmichael Polonio, St. John's

Carmichael works as a civil engineer at NL Hydro. She migrated from Belize to Newfoundland and Labrador to attend Memorial University in 2006. She was involved in numerous youth and advocacy groups as a teenager, with her areas of focus being youth rights, youth political participation, sexual and reproductive health rights, and indigenous cultural retention. She sat on the Board of the Directors for the Social Investment Fund for two years before moving to Canada as the youth representative. During her time at MUN, she volunteered with the International Student Centre. Currently in her spare time, she is part of the St. John's Local Immigration Partnership, Multicultural Women's Organization of NL, and the Basilica church choir. Her areas of interest and advocacy are for increased participation of women in technical fields and seamless integration for the immigrants of Newfoundland and Labrador into local society.

Kelly Power, Conception Bay South

Kelly is the training director for the International Brotherhood of Electrical Workers (IBEW) College and former Director of the Carpenters Millwrights College. She has actively promoted skilled trades to women and encouraged partnerships with organizations to attract women to the construction industry. Kelly is very passionate about ensuring the success of trade's women and works closely with them to ensure

employment equity within the trades and to help mediate barriers to completing their apprenticeship. Kelly has been involved in various educational committees including those with the Federation of Labour, Strategic Partnership & Innovation, as well as various curriculum evaluation committees with the Carpenters International Training Center. Kelly is originally from Hermitage.

Marina Simon, Cape St. George

Marina Simon is a retired teacher, who received her Bachelor of Arts (BA) and Bachelor of Education (BED) degrees from Memorial University. Marina is bilingual in French and English. She was a Principal and teacher for 36 years, substituted for ten years post-retirement, and taught Adult Education for six years. Actively involved in her community, Marina has served two terms as the Mayor of Cape St. George. She was a founding member of Les Terre-Neuviens Français (French Association), French Federation, and Cape St. George chapters of The Women's Institute and the Catholic Women's Church Group. She has been a member of many organizational committees including three years with the Provincial Association, four years as member of Sir Roddrick Hospital Board and two terms as member with the Provincial Committee for the Aging. Marina has also been a long-time volunteer with the Christmas Seals Campaign as well as volunteering her time with Seniors on the Go Water Aerobics Program, Income Tax Volunteer Program and other local fundraising projects.

Hilda Whelan, Whitbourne

Hilda is the Mayor of Whitbourne, who successfully challenged the Worker's Health and Safety Compensation Commission in a case involving surviving spouses. Hilda solely represented and fought for all widows involved in the case for fifteen years, winning an important victory for women's equality. She is a strong advocate, concerned about a wide variety of issues affecting women, including violence and access to child care. Hilda brings the realities of rural women to the work of the Advisory Council. She is determined to continue to make a difference. Hilda sits on numerous committees serving the people of her town.